

**Memorandum of Understanding
to the Agreement
by and between
City of Kirkland
and
Kirkland Police Guild
Non-Commissioned Support Staff**

This Memorandum of Understanding (MOU) is entered into to document the mutual agreement between the City of Kirkland, Washington, hereinafter referred to as the “Employer,” and the Kirkland Police Guild Non-Commissioned Support Staff, hereinafter referred to as the “Guild.”

This MOU memorializes the agreements reached between the Employer and the Guild regarding the items described below, and the parties acknowledge that these issues have been negotiated in accordance with the provisions of 41.56 RCW. The parties agree that the provisions set forth in this MOU shall supersede any conflicting provisions in the current CBA.

The parties have bargained in good faith concerning the inclusion of a new classification in the Non-Commissioned Support Staff bargaining unit. This position is:

- Quartermaster

The parties agree as follows:

- 1) The Quartermaster position shall be recognized as part of the bargaining unit, as defined in Article I of the CBA, and all of the terms and conditions of employment as specified in the Non-Commissioned Support Staff CBA between the Employer and the Guild shall be deemed to apply to this position.
- 2) The Quartermaster position will be provided a Department authorized polo shirt, jacket and 5.11 style pants.
- 3) Appendix E of the CBA shall be amended to include the Quartermaster position. The Non-Commissioned Support Staff salary schedule shall be amended to reflect this new position and its respective salary range as shown below:


2019 Monthly Salary							
Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Quartermaster	\$5,079	\$5,231	\$5,377	\$5,675	\$5,979	\$6,157	\$6,341


Signature in Counterpart and Facsimile Procedures: This MOU may be executed in counterparts and, when signed by all parties, shall be binding upon the parties. Transmission of this MOU by facsimile machine or email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.

This MOU is effective immediately upon signature by all representatives and the parties acknowledge and agree to the terms and conditions set forth in this MOU as evidenced by the signatures of the applicable parties below:

City of Kirkland


Kirkland Police Guild
Non-Commissioned Support Staff

By: 
Kurt Triplett, City Manager

By: 
Mike Lisenby, President

Date 5-16-19

Date 5-16-19


APPROVED AS TO FORM
Assistant City Attorney


LABOR RELATIONS REVIEW
Human Resources Director